



Green Mountain Club 2021 Annual Business Meeting

Saturday, June 12, 2021
9:00 am to 11:00 am

Business Meeting Agenda

9:00 to 9:05	Call to order and welcome by GMC President Tom Candon
9:05 to 9:10	Overview of Agenda, Technology
9:10 to 9:20	Secretary's Report by Ed O'Leary
9:20 to 9:30	Treasurer's Report by Nancy Thomas
9:30 to 9:40	President's Report by Tom Candon
9:40 to 9:50	Executive Director's Report by Michael DeBonis
9:50 to 10:00	Long Trail Legacy Campaign by Nancy McClellan and Alicia DiCocco
10:00 to 10:10	President's Awards by Tom Candon
10:10 to 10:25	Nominating Committee Report <ul style="list-style-type: none">• Announcement of New Board Members and Officers• Honorary Life Membership
10:25 to 11:00	New Business
11:00	Adjourn

The mission of the Green Mountain Club is to make the mountains play a larger part in the life of the people by protecting and maintaining the Long Trail System and fostering, through education, the stewardship of Vermont's hiking trails and mountains.

Green Mountain Club
110th Annual Meeting Minutes

June 13, 2020

Held remotely via Zoom

Minutes Approved xx, xx, 2021

Call to Order: GMC President Tom Candon called the meeting to order at 9:05 AM. Tom welcomed everyone joining the meeting remotely and provided an overview of the agenda.

Secretary's Report: Ed O'Leary asked everyone to review the 2019 Annual Meeting minutes included in their packet. **The minutes were approved by voice vote.**

Treasurer's Report: GMC Treasurer Stephen Klein reported the significant impact that Covid-19 has had on GMC's financial situation. He reported that FY19 budget ended in a \$7,000 surplus, and that the budget for FY20 will be \$1.8 million. Stephen described how the club is adjusting to financial uncertainty caused by the COVID-19 pandemic and that staff are working from a reduced budget from what was approved in March.

President's Report: Tom reflected on his second year as GMC President and progress made toward the goals of the club's strategic plan. Tom talked about how the club has adjusted operations in response to the COVID-19 global pandemic and how proud he is of how staff and volunteers have responded. Tom highlighted the important role GMC Sections play in managing the Long Trail System and how they stepped up in the spring to get trails open for hiking season under a very constrained timeline. Tom concluded his remarks by thanking Stephen Klein for his tremendous service as Treasurer over the past six years.

Executive Director's Report: Mike recognized the hard work and accomplishments of membership and communications manager Kristin McLane who is departing from GMC. Mike recognized all other GMC staff for their contributions and ability to smoothly adjust to remote operations during the pandemic. Mike then gave a tribute to the recently deceased Jean Haigh, past GMC President. Mike concluded with thoughts on how not everyone has equal access to the Long Trail System or is treated the same way when using the resource. Mike talked about how the protests over the past month over the death of George Floyd and racial inequities have highlighted this gap. Mike shared some of the work the club has been doing to address diversity, equity, and inclusion at the club and recognized that we are just at the beginning and have much work to do to address race and equity at GMC.

Committee and Staff Reports: Mike referred to committee and staff reports, which were included in the annual meeting packet. Keegan reported on 2019 major projects and accomplishments and then outlined plans for 2020 and how field programs is adapting to COVID-19. Membership and communications manager Kristin McLane reported on membership

status and that there were 9566 voting GMC members, 14 corporate sponsors and 54 business members. Conservation manager Mollie Flanigan provided a land conservation report, highlighting conservation of the Coddling Hollow parcel and one-third of a mile of Long Trail and the progress made reclaiming boundary lines on GMC conserved lands. Operations manager Matt Krebs gave a detailed report on GMC publications including new electronic products. Volunteer and education coordinator Lorne Currier reported that this year's Taylor Speaker Series had 9150 participants and over 1000 people have participated in virtual workshops since March.

Nominating Committee Report: Lee Allen (chair) announced the election of three general directors to the Board including Ann Hauser, Alexis Peters, and Mariah Keagy. The committee also nominated the following slate of officers for approval by the Board at their meeting later in the day: Tom Candon-President, Howard VanBenthuisen-Vice President, Nancy Thomas-Treasurer and Ed O'Leary-Secretary.

Next Year's Annual Meeting: Tom announced that next year's annual meeting will be held on June 12, 2021, and hosted by the Laraway, Northern Frontier, and Sterling Sections (COVID-19 dependent).

Meeting was adjourned at 11:03 AM.

Ed O'Leary, Secretary

Treasurer's Report
Submitted by Nancy Thomas
111th Annual Meeting, June 12, 2021

Overview:

This report covers the close of Fiscal Year 2021 (FY21) - which closed April 30, 2021 - and the status of FY 2022, which started on May 1, 2021. In all, the Green Mountain Club ended FY21 in a very healthy position. A year ago, we closed Fiscal Year 2020 at the beginning of a global pandemic with much uncertainty about the impending impact on the organization. As we complete this fiscal year, the financials reflect a resilient, efficient organization with solid support from contributions despite the global pandemic's headwinds.

1. Fiscal Year 2021 – May 1, 2020, through April 30, 2021

Fiscal Year 2021 ended in balance or surplus for the sixth consecutive year. The year ended with an unaudited operating surplus of \$302,811. \$95,757 of this surplus will be added to our Working Capital Reserves, bringing that fund up to 7% of projected FY22 expenses. This fund reduces our need for short-term borrowing and provides a cash cushion for the Club during the fiscal year. We did not borrow from our line of credit in FY21. The remaining surplus funds will be applied to paying off the publications and solar endowment loans and supporting the upcoming field season.

Total contributions in FY21 were \$749,737, which is 169% of budgeted amounts and a record for the Club for annual gifts. Membership revenues were \$302,496, which is 123% of budgeted amounts. Despite grants and agreements, sales, and other revenue falling short of budget, overall revenue reached \$1,779,078, or 164% of the budget and 113% of last fiscal year. The Club also had support with a grant from the Paycheck Protection Program for \$209,545 in the summer of 2020, which is included in the total overall revenue.

Total expenses were \$1,635,725 or 115% of budgeted amounts. Reduced asset purchases and non-operating activity, such as transfers to and from restricted funds and endowment distributions, made up \$159,391 of the remaining difference between revenues and spending.

2. The Fiscal Year 2022 Budget – May 1, 2021, through April 30, 2022:

In March, the Board approved an FY 2022 budget with a strong slate of field work. As we move forward in FY 2022, we do so in the context that it is a plan that is changing. Led by the hard work of the staff, and with input from the Budget and Finance Committee, the Executive Committee, and the Board itself, regular reviews and spending adjustments are taking place. When we passed the Fiscal Year 2022 budget, we assumed \$1,750,597 in revenue and \$2,163,459 in expenses, with the difference supported by endowment distributions and surplus carried from Fiscal Year 2021.

As we look forward to FY22, we plan to complete more work than in recent years, including work on the public phase of the Long Trail Legacy Campaign, three trail crews, marketing, and other elements of the strategic plan. While placing pressure on the budget and staff, these endeavors will also provide increased revenue and a foundation for continued growth.

Praise goes to the staff who has ably carried out complex adjustments to meet the pressures this year has brought and to our loyal membership base who stepped up to support the Club during an uncertain time.

**Green Mountain Club
Committee Reports
2021 Annual Meeting**

Budget & Finance Committee

Budget & Finance Committee members: Nancy Thomas (Chair), Jonathan Breen, Hope Crifo, Tom Candon, Ira Sollace, and Lee Allen.

GMC staff representatives: Director of Finance Jason Buss, Executive Director Mike DeBonis

The Budget and Finance Committee serves several key functions in the club committee structure. It:

- Provides oversight and technical support on the Club's finances;
- Supervises the annual audit of the Club's financials and reviews other financial controls;
- Recommends the annual budget to the Executive Committee and Board of Directors.

The committee met six times during the year. Together with the staff, the committee had a productive year as it:

- Oversaw the successful completion of the Fiscal Year 2020 audit; the auditor did not find any deficiencies or material weakness;
- Continued oversight of existing financial controls; and
- Recommended the Fiscal Year 2022 budget to the board.

A year ago, we closed Fiscal Year 2020 at the beginning of a global pandemic with much uncertainty on the impact to the organization. As we complete this fiscal year, the financials reflect a resilient, efficient organization with solid support from contributions despite the global pandemic's headwinds.

As we enter Fiscal Year 2022, we recognize the continued fiscal uncertainty of the pandemic. We are in good financial condition with management taking regular steps to keep revenues and expenditures in line.

As always, the Club appreciates your many contributions to our mission and look forward to your continued involvement in the years ahead.

Respectfully submitted by Treasurer Nancy Thomas, and Director of Finance Jason Buss

Camps Committee

Camps Committee members: Ed O’Leary (Chair), Paul Trojano, Bob Fish, Ann Gotham, Catherine Brooks, Chad Forcier, Dann Van Der Vliet, Hope Crifo, Matt Wels, Alison Henry, Paul Houchens, RJ Thompson, Vermont Department of Forests, Parks, and Recreation Liaison Kathryn Wrigley

GMC staff representatives: Conservation Manager Mollie Flanigan, Director of Field Programs Keegan Tierney.

Camp Operations:

GMC’s Camps Program is currently renting Bolton Lodge and Bryant Camp in the town of Bolton, and Hadsel-Mares Cabin in the town of Barton. GMC shut down camp rentals between March 18, 2020 and June 26, 2020 in response to the onset of the COVID-19 pandemic. Once the State of Vermont issued operating guidelines for overnight accommodations, GMC was able to adapt camp operations to meet the state guidelines and reopen the camps to rentals.

Rental Data in Fiscal Year 2021

Camp	Percent Occupancy	Number of Different Rental Parties	Percent of Renters who are GMC Members	Notes
Hadsel Mares	76%	126	39%	Season: June 26, 2020-April 30, 2021
Bryant Camp	70%	119	32%	Season: August 1, 2020-March 31, 2021
Bolton Lodge	64%	110	39%	Season: August 1, 2020-March 31, 2021

Headwaters Camp:

In April 2021, GMC sold Headwaters Camp in Avery’s Gore to a group of Northeast Kingdom residents, including the grandson of the original builder of the cabin. GMC purchased Headwaters Camp in 2015 as a possible overnight site for hikers on the Kingdom Heritage Trail and as a backcountry rental cabin. Over the last six years GMC has explored numerous management scenarios, but eventually determined that the challenges presented by the cabin’s remote location, annual lease term, and structural issues were too significant for non-profit management. The camps committee and executive committee made the decision to sell the structure in May of 2020. GMC’s Field Programs will work to develop tenting sites along the Kingdom Heritage Trail that will better serve overnight hikers.

Respectfully submitted by Camps Committee Chair Ed O’Leary and Conservation Manager Mollie Flanigan

Development Committee

Development Committee members: Michelle Connor (Chair), Anne Hauser, Phil Hazen, Stephen Klein, and Don Taylor.

GMC staff representatives: Director of Development & Communications Alicia DiCocco, Development Assistant Erica Harris.

The Development Committee has two primary roles:

- Support GMC staff in the solicitation and stewardship of donors, expanding and enhancing the club's base of support; and
- Keep the board apprised of Development Committee activities and facilitate board involvement in fundraising efforts, including providing the necessary support and training.

The Development Committee met quarterly through Fiscal Year 2021 and assisted the staff development department in bringing in revenue for the club. They provided staff support throughout the onset of the global pandemic and with fundraising concurrent with an ongoing Capital Campaign. They also called to thank donors, strengthening their connection with the club.

Key accomplishments of the Development Committee in Fiscal Year 2021 include:

- Creating draft fundraising participation guidelines for board members to be reviewed by the Executive Committee and Board of Directors;
- Relaunching the Thank You call program for GMC's Development Team;
- Providing guidance and support for the creation of a Resilience Fund, which was a fund set up in response to the COVID-19 pandemic to support GMC's general operations;
- Participating in a development training about corporate sponsorships; establishing a GMC Outdoor Business Member Coalition where local retailers commit \$500 to be part of GMC's hiking season media outreach and support the growth of GMC's brand, fundraising, and membership; and
- Providing GMC's Board of Directors with fundraising articles and specific ways to participate in fundraising activities and communications on a regular basis

Thanks to all the committee members who volunteered their time and made for a successful Fiscal Year 2021!

Respectfully submitted by Development Committee Chair Michelle Connor and Director of Development and Communications Alicia DiCocco

Endowment Committee

Endowment Committee members: Hope Crifo (Chair), Chip Wadhams, Ken Perine, Nancy Thomas, Rick Hubbard, Richard Andrews, and Steve Klein.

GMC staff representative: Director of Finance Jason Buss

At fiscal year-end April 30, 2021, the GMC endowment's invested assets totaled \$6.1 million, compared with \$4.1 million a year earlier (decreasing due to market changes), making it one of the club's most valuable assets from a monetary perspective. Another \$46,382 in endowment assets are loaned to the club for publications inventory and the solar panels. Invested assets are managed by Cape Ann Capital and held in actively managed mutual funds.

The Endowment Fund was able to distribute over \$201,502 in the past fiscal year to GMC in support of the club's mission. The Endowment Committee recommended, and the Board approved, a \$222,924 distribution from the endowment in support of FY22 operations. This distribution equates to 4.65% of the average ending quarterly balance of invested assets calculated on a trailing 12 quarter basis and 10.3% of the FY22 annual operating budget.

As the board voted, GMC's endowment holdings are now under the investment management expertise of Morgan Stanley's Alpine Legacy Group, based out of Colchester.

I'd personally like to thank my fellow committee members, and to Jason and Mike for their level-headedness and always providing accurate information.

Respectfully submitted by Endowment Committee Chair Hope Crifo and Director of Finance Jason Buss

Land Conservation Committee

Land Conservation Committee members: Preston Bristow (Chair), Harris Roen, John Page, Joseph Bahr, Lee Allen, Marge Fish, Paul Kendall, Richard Andrews, Richard Windish, Rolf Anderson, Russ Ford, Sheri Larsen, Howard VanBenthuyzen, Kenna Rewcastle, Alexis Peters, Melissa Reichert, Bob Paquin, Tom Kahl, Hawk Metheny (ATC), Matt Stevens (ATC), Becca Washburn (FPR)

GMC staff representative: Conservation Manager Mollie Flanigan

Policy:

Land Conservation Committee Charge: In November 2020, the Land Conservation Committee adopted a charge for the committee's work, based on the policies outlined in the updated Long Trail System Management Plan and current work of the land conservation program. This charge will facilitate consistent project management between staff and the committee and assist new members in understanding the scope of the committee's work.

Long Trail Land Protection:

Codding Hollow:

On September 8, 2020, GMC, the Trust for Public Land, and the Vermont Department of Forests, Parks and Recreation closed on the Codding Hollow property, wrapping up a 34-year effort to protect the 160.7 acres and the 1/3 mile of Long Trail they host. The land is now part of the Long Trail State Forest and conserved under a conservation easement held by GMC.

Judevine Brook Headwaters Tract:

On December 8, 2020, GMC purchased the 12.9-acre Judevine Brook Headwaters tract in Johnson, Vermont. The landowner needed to sell the property within the 2020 calendar year, so GMC stepped in to purchase the property with the plan of transferring it to the State of Vermont to become part of the Long Trail State Forest in 2021. This tract, while small, is a critical property for the Long Trail corridor in Johnson. It is within the 1,000-foot corridor for the trail, and has a log landing off of Plot Road that will be turned into an off-road trailhead parking area.

Land Trust Alliance (LTA) Standards and Practices:

GMC's Land Conservation Program continues to improve its data management systems to bring greater efficiencies and capacity to GMC and meet Land Trust Alliance Standards and Practices. This past year GMC focused on digitizing our land records to make them accessible while working remotely and to create a duplicate copy. Over the course of 2020, GMC scanned about 1/3 of our land records onto GMC's server and plans to continue this project in 2021.

This past year the Land Conservation Committee adopted GMC's first comprehensive Stewardship and Land Management Plan for one of our fee owned properties. While GMC has had Current Use Forest Management Plans for most of our 18 properties, we haven't developed

wholistic land management plans as recommended by LTA standards before. In 2020 we started working towards that goal and this first adopted plan will serve as a model for developing the remaining plans, which will hopefully lead to a streamlined development and adoption process.

Corridor Stewardship:

Corridor Monitoring: Over the past year, the Green Mountain Club worked with our volunteer corridor monitors to help ensure against encroachments on GMC-conserved parcels and maintain property boundaries. There are currently 62 active Corridor Monitor volunteers who monitor and maintain the boundaries on Long Trail and Appalachian Trail lands and easements. In 2020, GMC's volunteers monitored and maintained half of the boundaries on GMC's Long Trail conserved lands (91 miles out of a total of 178 miles) and contributed more than 453 hours of volunteer effort to the project. On the AT, volunteers monitored and maintained almost a third of the boundaries (42.5 miles out of a total of 128) and contributed 228 hours of volunteer effort to the project.

GMC Conserved Lands Boundary Inventory Initiative: In 2020, GMC hosted a half-term Vermont Housing and Conservation Board (VHCB) AmeriCorps Stewardship Assistant member to focus on GMC's inventory of boundary line conditions on the organization's fee and easement lands. Over the course of the summer, the AmeriCorps member inventoried 35.7 miles of remote and rugged boundary line and collected over 650 points of GPS data on the location of those boundaries! GMC will work to complete the inventory in 2021. When the inventory is complete GMC will have an up-to-date database of the condition and location of all 178 miles of boundary line on our conserved lands. This will allow GMC to run a more effective and rewarding volunteer Corridor Monitoring program while safeguarding GMC's conservation easements and fee owned properties against encroachments and allowing for more effective management long into the future.

Open Areas Reclamation and Restoration:

In 2020, GMC and our partners at the Appalachian Trail Conservancy (ATC) and US Forest Service ran a successful Open Areas Program, despite the challenges presented by the pandemic. GMC did not run a Long Trail Patrol trail crew in 2020, but Open Area field work was completed by office staff over the course of seven field days. Work focused on controlling key invasive species populations and mowing one, 1-acre field in West Hartford, Vermont.

Also in 2020, GMC and ATC hosted our first contract to graze an AT Open Area. The contract was fulfilled by the goat grazer who has conducted volunteer trial runs of grazing in 2018 and 2019. This year was the first year the contractor took on the responsibility of maintaining an entire field and was compensated for her work. GMC and ATC hope to build on this model to increase our capacity to use contract grazing as a control method in the Open Areas Program.

*Respectfully submitted by Land Conservation Committee Chair Preston Bristow and
Conservation Manager Mollie Flanigan*

Membership Committee

Membership Committee members: Kathryn Wrigley (Chair), Ted Albers, Hope Crifo, Jim Fritz, Phil Hazen, Caitlin Miller, Kenna Rewcastle, Annette Seidenglanz, John Zaber.

GMC staff representatives: Membership Coordinator Rick Dugan, Volunteer and Education Coordinator Lorne Currier.

Due to COVID-19 and staff transitions, the Membership Committee did not hold formal meetings in Fiscal Year 2021. Rick Dugan has recently been promoted to Membership Coordinator and will be the staff representative for the committee as they resume their work.

This year membership operations looked different because of COVID-19 with no in person events, but we still saw a consistent growth in membership over the past year. Staff worked to engage new and existing members in the following ways:

- Reaching out to new members by email and thanking them for their continued support;
- Providing up to date information through our communications channels;
- Publishing a “HikeVT, Love GMC” Campaign that offered folks that lived in Vermont weekly hikes with local businesses to visit in different parts of the state. This was our way to encourage folks to explore new parts of the state and hopefully support the local businesses that have done so much for the trail;
- Communicating continuously on all platforms to have direct communication with more members; and
- Continuing discussion of DEI goals, education, and strategies for the Club.

Membership by the numbers:

- 9,802 total voting members
- At-Large: 5,885
- Bennington Section: 149
- Brattleboro Section: 125
- Bread Loaf Section: 310
- Burlington Section: 1,122
- Connecticut Section: 185
- Killington Section: 257
- Laraway Section: 62
- Manchester Section: 232
- Montpelier Section: 533
- Northeast Kingdom Section: 267
- Northern Frontier Section: 61
- Upper Valley Ottauquechee Section: 303
- Sterling Section: 135
- Worcester Section: 176

Respectfully submitted by Alicia DiCocco, Director of Development & Communications

Nominating Committee

Nominating Committee members: John Page (Chair), Lars Botzjorns, Tom Candon, Amy Kelsey, Mike Peckar.

GMC staff representative: Executive Director Mike DeBonis.

The Nominating Committee has three functions:

- a. Nominate General Directors to represent the membership at-large
- b. Nominate Officers
- c. Nominate individuals for honorary life membership

1) This year the committee nominated, and the membership elected, four general directors, one second term and three first term:

- Nancy McClellan continuing for a second 3-year term
- Ramchandra “Ram” Moennsad – first term
- Millie Mujica – first term
- Jeffrey Wehrwein – first term

2) Officers – third year of typical 3-year cycle, 1 of 4 officers continuing

- Nancy Thomas - second year as Treasurer
- New incoming President – Howard VanBenthuisen
- New incoming Vice-President – Amy Kelsey
- New incoming Secretary – Caitlin Miller

3) Life Membership

No new honorary life memberships were recommended by the committee in 2021.

Respectfully submitted by Nominating Committee Chair John Page and Executive Director Mike DeBonis.

Publications Committee

Publications Committee members: Martha Stitelman, Cindy Griffith, Elisabeth Fenn and Bruce Yelton.

GMC Staff representative: Operations Manager Matt Krebs.

Publications Committee members volunteer their time supporting projects; writing, editing, and fact-checking trail descriptions; taking photographs; and creating illustrations. GMC's publications program continues to grow, thanks to the dedication and talents of GMC volunteers and staff. Sales of all GMC publications support the Club's work to protect and maintain the Long Trail, Appalachian Trail, and Kingdom Heritage Trails in the Northeast Kingdom.

Publications Committee members have experience in editing, writing, photography, graphic arts and book production. As needed, the committee contracts with writers, editors, photographers, cartographers and graphic designers. Most GMC publications are printed on paper with recycled content and on papers certified by the Forest Stewardship Council.

The Publications Committee is responsible for developing new books, maps, posters and other types of printed and electronic products for sale in the GMC Visitor Center and club's online store. Products are also marketed to retailers around Vermont through GMC sales representatives and wholesalers.

The Publications Committees mission is as follows:

The mission of the Green Mountain Club Publications Committee is to identify, research, produce and publish educational and stewardship guidebooks, maps, and associated products that support the Club's mission of helping the Vermont mountains play a larger part in the life of the people.

The committee aims to achieve its mission in every way possible, including the use of electronic and interactive media to reach today's, *and tomorrow's*, hikers where they are most likely to find and use information we provide, as well as feel more closely connected to the Green Mountain Club and Vermont's vibrant hiking and outdoor community.

This year the Publications Committee accomplished the following:

- Completed and published an eBook version of the *Long Trail Guide*. The eBook was released on February 2, 2021 on Amazon Kindle. It has also been published in Apple Books and Google Play.
- Developed an MOU with Trail Finder to post webpages about all GMC managed trails. This MOU was completed on August 12, 2020. GMC then worked with Trail Finder to develop each webpage, which were all live on the site by December 1, 2020. Completed and published the 6th Edition of the *Long Trail Map* in April 2021.

Respectfully submitted by Operations Manager Matt Krebs

Trail Management Committee (TMC)

Members: Howard VanBenthuisen (Chair), Caitlin Miller (Vice Chair), Lee Allen, David Hathaway, David Morrissey, Herb Ogden, Ira Sollace, John Page, Kathy Astrauckas, Lars Botzojorns, Marge Fish, George Longenecker, Peter Hope, RJ Thompson, Richard Andrews, Tom Candon, Jim Sullivan, Wayne Krevetsky, Mariah Keagy, Matt Vezina

Appalachian Trail Conservancy Representative: Hawk Metheny,
VT Department of Forests, Parks, and Recreation Representative: Walter Opuszinski,
USFS Green Mountain National Forest Representative: Steve Pytlik,

GMC staff representative: Director of Field Programs Keegan Tierney

The Trail Management Committee's charge is:

To oversee and encourage effective management of the Long and Appalachian Trail footpaths and associated facilities; and to provide guidance to GMC's participation in other Vermont trails and trail issues.

The Trail Management Committee is one of the largest groups serving the GMC and is composed of passionate and devoted members of the club and partner organizations. Over the course of the winter the committee focused attention and discussion around the following trail matters:

Individual Site Management Plans (ISMP) & Stratton Pond

The committee continued planning work on a Stratton Pond individual site management plan (ISMP). While working through this process we identified that a template should be created to allow easy creation of ISMP's for other high use or special needs sites along the trail. The work group formed in the winter of 2019/2020 worked with the existing Stratton draft to build a document template that can be used moving forward and work on the Stratton Pond plan will continue this summer.

Winooski Bridge

The Winooski bridge continues to be a nuisance hotspot. TMC has reviewed GMC's responsibilities from a legal and ethical standpoint and determined that the best course of action is for the club to work with the town of Bolton to address issues through education and public out-reach. The town is in the process of working through legal, ordinance based use management mechanisms and volunteer out-reach and stewardship.

Risk Tree Identification and Management

GMC Staff and members of the Trail Management Committee have been working closely with the Vermont Department of Forests, Parks, and Recreation (FPR) to discuss risk tree management in the backcountry and what GMC's role is in helping to monitor and mitigate risk trees around Long Trail system overnight sites. The conversation has two parts: the first is developing a system for training and documenting GMC's abilities to help with risk tree identification monitoring and mitigation. The second is developing a system of reciprocity for chainsaw training that would allow GMC to have better access to trainings and certifications for

volunteers to help with this work. We are awaiting response from FPR in regard to the first element and then will move into a conversation about the training and certification.

Seth Warner Shelter Relocation

Relocation of Seth Warner Shelter was included in the US Forest Service (USFS) Somerset integrated resource plan (IRP). This planning process took place between 2015 and 2018 and identified the need to move Seth Warner shelter to a site further north to mitigate nuisance behaviors caused by the shelter's proximity to a public road. The club is working with the USFS and ATC to identify a new site for the shelter and develop a usage plan and timeline for the current shelter site.

Respectfully submitted by Trail Management Committee Chair Howard VanBenthuyzen and Director of Field Programs Keegan Tierney

Diversity, Equity & Inclusion (DEI) Working Group

DEI Working Group Members: Caitlin Miller (Chair), Tom Candon, Nancy McClellan, Nancy Thomas, Elisabeth Fenn, Marge Fish, John Zaber

Staff Representatives: Visitor Center Manager Amy Potter, Executive Director Mike Debonis

GMC's DEI Working Group was established in November of 2020 to advise the Board of Directors and provide leadership to the organization as it works to address diversity, equity, and inclusion at the club. The group has been meeting monthly analyzing ways to integrate DEI within the organization's mission, operations, programs, and governance with the goal to help foster real change within the organization.

The most significant accomplishment of the working group thus far was the development of a DEI Statement, which is an important step in providing direction to the Club and showing the public that the GMC is committed to making the organization and Long Trail an inviting environment for all. The statement reads as follows:

“The mission of the Green Mountain Club is to make the mountains of Vermont play a larger role in the life of the people. We are committed to ensuring the GMC and Long Trail system are places that are inviting, safe, and open, regardless of age, gender, race, religion, ethnicity, ability, sexual orientation, or socioeconomic status.”

The group has also been working to identify important next steps for the organization to undertake such as:

- Scheduling a DEI related board retreat;
- Developing a DEI survey for the board;
- Analyze ways to incorporate DEI into board orientation; and
- Analyze systems to make the board nominating process more inclusive

Respectfully submitted by DEI Working Group Chair Caitlin Miller and Visitor Center Manager Amy Potter